



prevueTM
individual

Assess to Succeed, Melbourne, Victoria, Australia

Serviced By:
Assess to Succeed
Melbourne,
Victoria, Australia

Assessment Taken:
1/28/2016

Assessment Printed:
1/17/2017

Carol Sample

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Report Design Options Selected for this Report

Report Family: Screening & Selection
 Type: Individual Development Report
 Scope: Abilities, Interests & Personality (WNSIP)
 Format: Comprehensive (from choice of Comprehensive, Summary, or Graph)

Prevue Assessments presented in this report:

- ▶ Prevue Abilities Assessments that examine four cognitive Abilities scales
- ▶ Prevue Interests Assessment that examines three scales of occupational Interests/Motivations
- ▶ Prevue Personality Assessment that provides information on thirteen Personality scales

For more information about Prevue Assessments and design options for Prevue reports see www.prevuehr.com

Part 1 - Understanding this Report

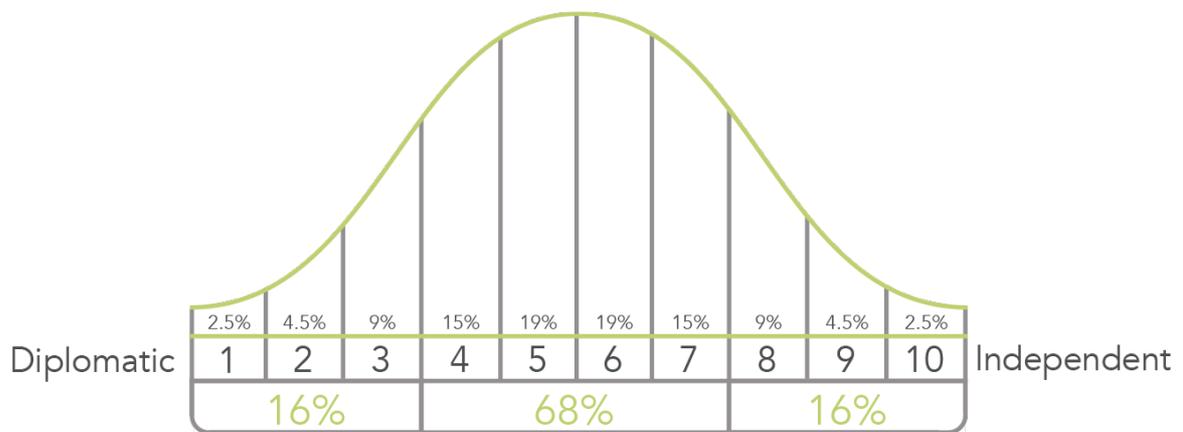
Introduction

This Individual Report describes your scores on the Prevue abilities, occupational interests and personality scales. The information comes from the results of the Prevue Assessments that you have completed. These results are presented graphically on the Prevue Results Graph in Part 2 and described in Parts 3 and 4 of this report. Part 5 provides additional information on your natural approach to a number of work related subjects that are experienced in most types of employment.

For this report, you completed the following Prevue Assessments:

- ▶ Prevue Abilities Assessment - Four cognitive ability scales;
- ▶ Prevue Interests Assessment - Three motivation / interests scales;
- ▶ Prevue Personality Assessment - Thirteen personality scales.

Prevue Scoring



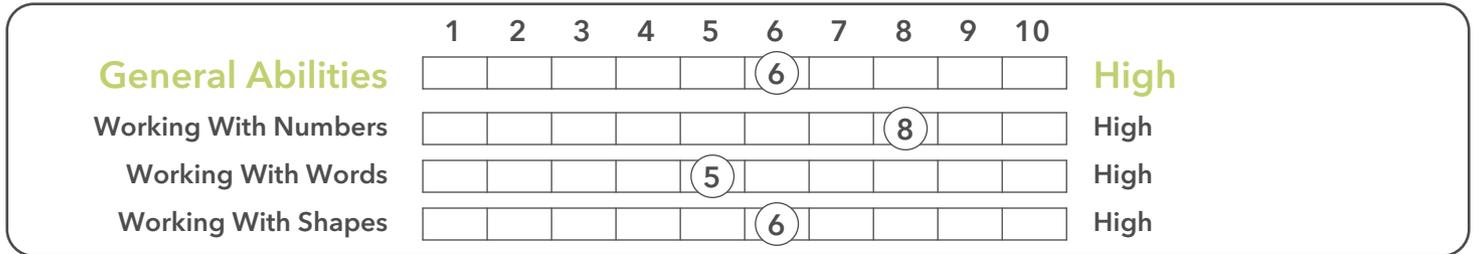
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal bell curve divided into standard tenths ('standard tenth' is shortened to 'sten') for the Diplomatic vs. Independent personality scale. The diagram also shows the percentage of the general working population that will typically score on each sten.

Approximately 16% of the population will have sten scores of 1-3 and 16% will have scores in the 8 to 10 range. The remaining 68% of the population will score in the 4 to 7 range.

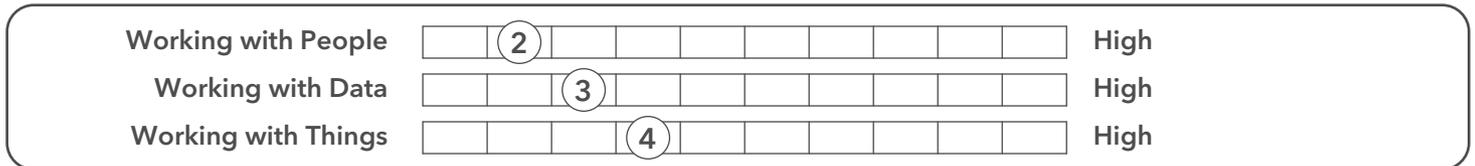
Part 2 - Prevue Results Graph

The Prevue Results Graph shows your scores (circled numbers) on each of the scales of the Prevue Assessments you completed for this report. The total Person and Individual Traits descriptions in Parts 3 and 4 of this report provide details of the significance of these scores.

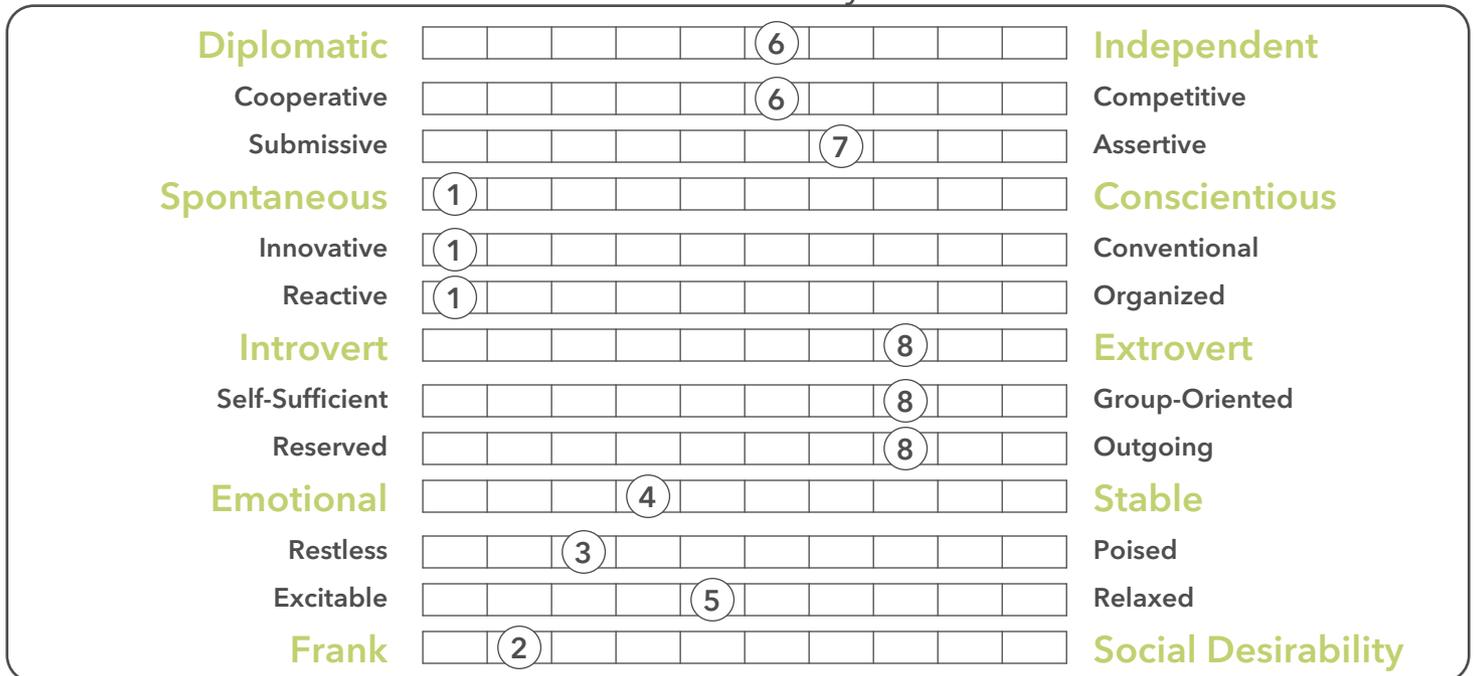
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

The Total Person Description provides an overview of you compared to the general working population. This profile is derived from the scores shown on the Prevue Results Graph.

You have superior numerical skills, above average spatial skills, and average verbal skills. You are well equipped to do challenging numerical assignments such as creating complex spreadsheets and advanced data tables. Almost as adept with shapes as with numbers, you are also capable of assignments that involve mental manipulation of objects. These could include reading blueprints, interpreting graphs, and following moderately difficult diagrams. Your average ability with words means that most paperwork and many office duties are within your scope, but you will need to make extra effort in any written communication.

Overall, you have good skills. When doing numerical tasks, you will learn quickly and your job performance should be excellent. For other assignments, you have the mental capacity to do average to above average work. You will perform best when the environment and work practices change slowly.

Although you express only a mild inclination, you prefer working with material objects. You have little interest in working with people or with data and information. You can still work with others and may be able to process information effectively, but you will be more comfortable in situations that involve hands-on use of tools or machinery.

You are fairly competitive and assertive. While you may be a strong team player, you are likely to want to lead as you enjoy individual recognition. Your leadership style is marked by persuasion and encouragement, but you are unafraid of argument and sometimes willing to take on even controversial issues. In non-threatening situations and with people you know well, you will be outspoken and will vigorously promote your own ideas. On occasion, you will use tact and diplomacy to maintain harmony in the workplace.

You are innovative and flexible, believing that rules can be interpreted loosely. You often seek new ways to solve problems rather than following traditional methods. Being creative and spontaneous, you prefer to react to situations as they develop rather than to make detailed plans. You see the overall picture rather than focusing on the details, and you are more concerned with getting the job done than how you do it. Your workspace is likely to be cluttered and untidy, and would have to go against your own nature to do well in a structured organization with many rules, tight deadlines, and strict codes of behavior. You enjoy change and a shifting and unpredictable environment.

You require continual social stimulation and only rarely do you feel a need to be by yourself. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion but you are not inclined to take the role of leader all the time in every activity. You enjoy meeting new people and exploring new ideas. You often act impulsively and long-term assignments must include variety or else you will lose interest. You will not tolerate a great deal of monotony and you will thrive on challenging assignments, particularly if these contain an element of risk.

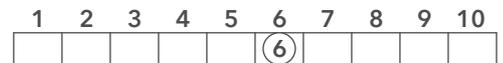
For the most part, you are composed and appear able to handle stress well. You may take setbacks personally. If personally involved in a dispute, however, you may find it difficult to be objective and rational. Work pressures and social demands will worry you. You will not cope well with prolonged periods of high pressure or with situations in which you are frequently expected to meet newcomers with openness and trust.

Part 4 - Individual Characteristics

This section of the report provides more detailed information about your scores on each of the scales of the Prevue Assessments that you completed. For each scale there is an explanation of your score compared to those of the general working population.

General Abilities

You have a level of speed and accuracy in reasoning and problem solving that indicates that you are as able as most other adult workers. You can learn and absorb new information without much difficulty. You are efficient working in an environment that makes reasonable demands.



Working With Numbers

You show a very high capacity for Numerical reasoning when compared with other adults in the general working population. You are quicker and more accurate than most people when reasoning with information derived from simple numbers.



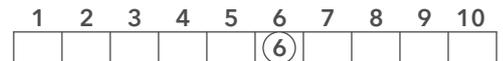
Working With Words

This score is an average score for working with written language. You have capable speed and accuracy when using written material.



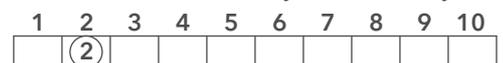
Working With Shapes

Your score places you at the higher end of the mid-range of scores in spatial ability. You have a normal level of speed and accuracy when reasoning with information that involves thinking about manipulating shapes and objects.



Working With People

You will be quite content to work in a job in which there is moderate contact with people. While you would not necessarily avoid contact with other people, you would not want interpersonal relations to form a key function of your responsibility.



Working With Data

You indicate you are a person who has a lower than average level of interest in working with data. Such people usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics and accounts.

1	2	3	4	5	6	7	8	9	10
		3							

Working With Things

You express an average level of interest in work that deals with inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
			4						

Diplomatic / Independent

People like you show a balance between a desire to compete and win, and a wish to coordinate team goals. You may occasionally be controversial when advancing your own point of view, but in other circumstances you will be more concerned with maintaining the team spirit and team effort. Such people are good at getting things done while respecting the needs of those around them.

1	2	3	4	5	6	7	8	9	10
					6				

Cooperative / Competitive

You describe yourself as a person who is competitive and plays to win, yet can be a cooperative team member. You seek compromise between your own achievements and the need to maintain relationships with others.

1	2	3	4	5	6	7	8	9	10
					6				

Submissive / Assertive

Depending on the situation, individuals with this score can be assertive and outspoken. In groups, they are likely to promote themselves as the leader or spokesperson. In disputes, they will tend to affirm their position.

1	2	3	4	5	6	7	8	9	10
						7			

Spontaneous / Conscientious

You are a spontaneous and innovative individual, who works well in changing situations. You can be adaptable and responsive to circumstances as they arise, while producing creative and sometimes radical solutions.

1	2	3	4	5	6	7	8	9	10
1									

Innovative / Conventional

Such people are likely to see new ways to solve problems and are not bound by traditional methods. An unconcerned approach allows you to be very flexible when reaching solutions. You are innovative and enjoy change.

1	2	3	4	5	6	7	8	9	10
1									

Reactive / Organized

You regard yourself as a spontaneous person who reacts to events as they occur. You do not like to plan too far ahead, feeling that some degree of chaos is to be expected. Such people can feel stifled by too much planning and organization. You prefer to focus on the overall picture, while leaving the details to others.

1	2	3	4	5	6	7	8	9	10
1									

Introvert / Extrovert

You are an extrovert who seeks stimulation from the company of others. Generally energetic, you seek to be the center of attention. Your associates will see you as high-spirited and impulsive at times.

1	2	3	4	5	6	7	8	9	10
							8		

Self-Sufficient / Group-Oriented

You are a sociable person who prefers to be with others in a lively environment. A quiet time alone, to reflect and recover, is the exception rather than the rule. You are also happiest in work situations where you have considerable contact with others.

1	2	3	4	5	6	7	8	9	10
							8		

Reserved / Outgoing

You enjoy being the center of attention, while meeting and talking to people. You like taking risks and will need stimulating work.

1	2	3	4	5	6	7	8	9	10
							8		

Emotional / Stable

Such people tend to maintain a general level of acceptance and optimism. You will formally accept people after you are satisfied they are trustworthy. You are sensitive by nature.

1	2	3	4	5	6	7	8	9	10
			4						

Restless / Poised

You have a high degree of sensitivity to feelings and emotions. Occasionally you may be sensitive in situations where you are personally involved.

1	2	3	4	5	6	7	8	9	10
		3							

Excitable / Relaxed

In response to most circumstances, individuals such you will remain calm and relaxed. You usually will not worry or become anxious when things do not go well. Stress under pressure is likely to be moderate.

1	2	3	4	5	6	7	8	9	10
				5					

Social Desirability

Such people are typically unconcerned about conforming to socially desirable expectations. They may be more open and honest than others about their own mistakes and misdemeanors.

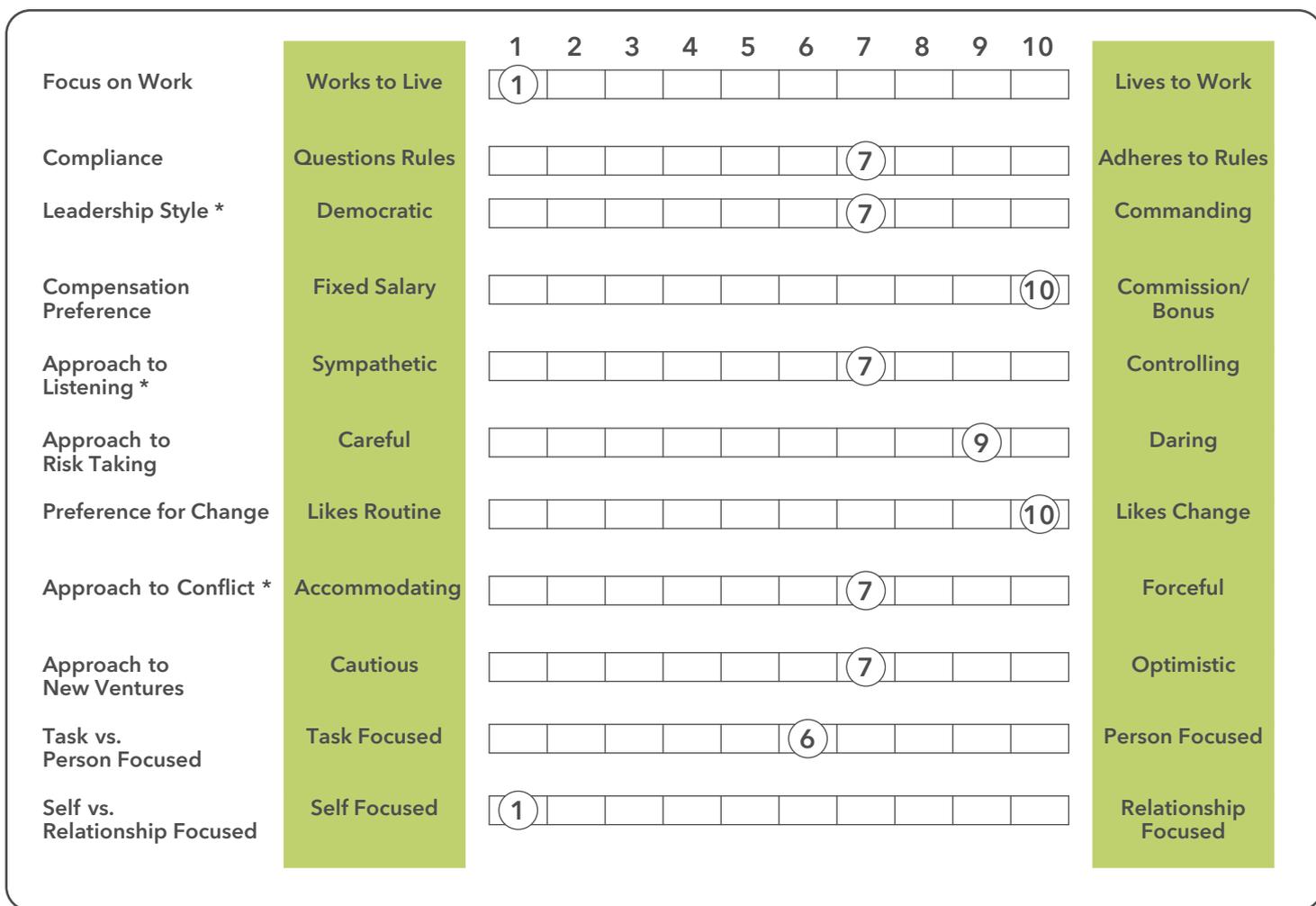
1	2	3	4	5	6	7	8	9	10
	2								

Part 5 - Approach to Work

Introduction

This section of the report provides information on your response to a number of work-related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the Prevue Personality Scales reviewed in the Total Person and Individual Traits sections of the report.

The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.



* See Aspects of Assertiveness

Focus on Work

WORKS TO LIVE (1) vs. LIVES TO WORK (10):

The Focus on Work scale provides information on the importance of work to you. Some see work as a means to an end while others define themselves by their work.

Your career is more often a means to an end and only rarely becomes a defining characteristic of your life. If there is a conflict between home and work, your personal life will usually take precedence over your career. Home, family and leisure activities are highly significant for you and probably help you to deal with a greater variety of business problems.

1	2	3	4	5	6	7	8	9	10
(1)									

Compliance

QUESTIONS RULES (1) vs. ADHERES TO RULES (10):

The Compliance scale identifies an individual's inclination to adhere to rules set by an employer and resist the temptation of intentionally engaging in behaviors that are considered to be detrimental to an organization's productivity or workforce attitudes.

With familiar routines and a balanced schedule, you will work productively in a moderately structured work environment. You have a good work ethic and will usually follow rules and procedures. As a prudent employee, you value job security, set high standards, and try to avoid risk while still maintaining expediency. You may, however, have perfectionist tendencies and struggle with work that must be done "on the fly" or with completely new methods. Being quietly ambitious and rather formal, you may become withdrawn in these situations. You are motivated to deal calmly and effectively with difficult situations, but prolonged or extreme pressure can cause apprehension and anxiety, especially if you are required to work with less compliant co-workers who do not share your workplace values.

1	2	3	4	5	6	7	8	9	10
						(7)			

Compensation Preference

FIXED SALARY (1) vs. COMMISSION/BONUS (10):

The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.

You much prefer striving for profit-sharing or performance-based remuneration rather than being on salary. You really enjoy taking chances and relish the excitement of incentive-based bonus. Given a compensation package largely or exclusively salary, you will need support to see the value in this. Keep in mind that you will find ways to get around obstacles, even if that requires bending the rules. You rarely count the costs and can be a demanding leader.

1	2	3	4	5	6	7	8	9	10
									(10)

Approach to Risk Taking

CAREFUL (1) vs. DARING (10):

This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.

You are somewhat inclined to be daring and impulsive, occasionally without considering the consequences of your actions. You tend to believe that "the end justifies the means," and may be less concerned about the downside of your actions or decisions. You are probably a confident person with good social skills, which are vital assets in business. Your venturesome behavior could add creative impetus to reaching corporate goals.

1	2	3	4	5	6	7	8	9	10
								(9)	

Preference for Change

LIKES ROUTINE (1) vs. LIKES CHANGE (10):

This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

You greatly enjoy change and values innovation. The only way you can tolerate mundane tasks is if you can look for new ways to deal with daily routines. You like to take control of events and will react proactively to new trends. For the most part, you tend to seek change for its inherent excitement, rather than because it is strictly necessary.

1	2	3	4	5	6	7	8	9	10
									(10)

Approach to New Ventures

CAUTIOUS (1) vs. OPTIMISTIC (10):

This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.

1	2	3	4	5	6	7	8	9	10
						7			

Task vs. Person Focused

TASK FOCUSED (1) vs. PERSON FOCUSED (10):

This team characteristic scale distinguishes those who focus on the needs of the task or project in hand from those who are focused on their own and their team members' needs.

With a balanced focus on both people and tasks, you can adapt to a range of work environments, from fairly busy to nearly quiet. You will likely be most productive with a mix of routine tasks, some challenging assignments and intermittent contact with others. Generally good-natured and communicative, you can be outspoken with familiar people. You will usually be objective and more often prefer to be a peacemaker rather than a decision maker. You take a balanced approach to both people and tasks, and this is a good asset for a team.

1	2	3	4	5	6	7	8	9	10
					6				

Self vs. Relationship Focused

SELF FOCUSED (1) vs. RELATIONSHIP FOCUSED (10):

This team characteristic scale distinguishes those who are self focused from those who are inclined to focus on others on the team.

Driven to succeed, you are apt to focus on yourself and your own plans rather than others' views and relationships. You will likely develop a personal agenda and make it a high priority. Persons with your Level of self-focus can be edgy, and sometimes untidy in their work habits, but they are also creative and can provide strong leadership. You will often think ahead and ask questions such as "Where will I get the resources?" or "When I reach this goal, what is my next move?" Your decisions are usually pragmatic, based on evidence and performance. Your preferred job roles will offer personal latitude and reward individual achievement.

1	2	3	4	5	6	7	8	9	10
1									

Aspects of Assertiveness

SUBMISSIVE (1) vs. ASSERTIVE (10):

This personality scale influences a person's response to the following important work situations or circumstances:

1	2	3	4	5	6	7	8	9	10
1						7			

LEADERSHIP STYLE - DEMOCRATIC (1) vs. COMMANDING (10):

Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding style.

You have a nearly balanced approach to leadership with a moderate inclination to be explicit and directive. In a crisis, you can take command and make certain that the team knows what must be done and when. On the other hand, when a gentle approach is needed, you will function as the "guide on the side" with a more democratic style.

APPROACH TO LISTENING - SYMPATHETIC (1) vs. CONTROLLING (10):

The Approach to Listening scale is measured from 1 for a person who is an exceptionally sympathetic listener to 10 for a person who tends to dominate a conversation.

You tend to be enthusiastic about your own ideas and sometimes leave little opportunity for others to express theirs. Being outspoken and self-confident, you may well talk for others if they hesitate to speak. Similarly, if peers or subordinates are strident, you may only hear the tone of their words and could miss their meaning. You could be encouraged to develop your active listening skills such as paraphrasing, questioning, and neutral repetition. Setting specific goals to promote more dialogue would increase the involvement and contributions of others.

APPROACH TO CONFLICT - ACCOMMODATING (1) vs. FORCEFUL (10):

This scale distinguishes those who avoid conflict by being accommodating from those who are forceful in their approach to conflict.

While you do not lack soft skills, you prefer a direct, even somewhat forceful, approach to conflict. Because you are sure of yourself, you are efficient in debate and confrontation and will only occasionally be worn down by the impact of others. In highly-charged, emotional situations, you should be able to switch to a more moderate, accommodating style of conflict resolution.

Part 6 - Best Practice Information

Ensuring Fairness: When properly administered, the use of the Prevue Assessments will help to ensure that job applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessments have been designed and developed to conform to the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessments are distributed. This includes the EEOC Guidelines, the Americans With Disabilities Act, and the standards for test development published by the American Psychological Association, the British Psychological Society, and the Association of Test Publishers.